

## Section D -- Employment and Compensation

This section presents data on the service and compensation of railroad employees covered under the railroad retirement and railroad unemployment insurance programs. Under the railroad retirement program, different maximums on compensation subject to retirement tax have been in effect since 1979 for tier I and tier II financing. Until 1985, the tier I maximum corresponded on a monthly basis to the annual maximum provided under current social security law. The tier II maximum is based on lower limits determined under pre-1977 social security law. The tier I and tier II annual compensation maximums for 1999 were \$72,600 and \$53,700, respectively. For 2000, the tier I limit increased to \$76,200 per year, while the tier II limit was \$56,700 per year. Under the unemployment program, the taxable earnings base was the first \$970 of each employee's monthly earnings in 1999 and \$1,005 in 2000. In these tables, creditable compensation, unless otherwise specified, refers to the tier I amount creditable under the Railroad Retirement Act. Except for table D1, tier I payroll excludes miscellaneous compensation taxable at the tier I tax rate.

The more important qualifications of the data are shown in footnotes to the tables.

Certain general observations about the figures and definitions of the terminology used are as follows:

1. Class of employer is based on classifications established for reporting to the Surface Transportation Board. The base year used in calculating revenue is 1991. Class I railroads in 1991 were those with operating revenues totaling \$250 million or more per year, class II railroads were those with less than \$250 million but at least \$20 million in operating revenues, and class III railroads were those with less than \$20 million in operating revenues and all switching and terminal companies regardless of their operating revenues. The employer shown for employees reported by more than one employer is the last employer in the year.
2. A month of service is a month in which an employee performs any service, however slight, for which creditable railroad compensation is reported. Continuous service refers to service by an employee in one or more months of each year over a period of years. Completed years of service, on the other hand, are based on total months of service. Effective for earnings years 1985 and later, an employee who had an employment relation or was an employee representative in months in which he did not perform railroad service may be deemed to have additional railroad service months if his railroad earnings for the year exceed one-twelfth of the tier II yearly compensation maximum times the number of months actually worked in the calendar year. These deemed months are included in the calculation of completed years of service. One year of service represents service in 12 to 23 months; two years, service in 24 to 35 months, etc.

3. Data in the tables are based on reports of service and compensation made by employers and processed for inclusion in the Board's data processing records shortly after the end of the calendar year. Late reports were last included in 1987.

**Table D1.--Number of employees and their compensation, for all employers and class I railroads, 1937-1999**

Calendar year	All employees						Class I railroad employees			
	Number (thousands)		Compensation (millions)				Number (thousands)		Compensation (millions)	
	Total	Average <sup>2</sup>	Total	Taxable <sup>1</sup>			Total	Average <sup>2</sup>	Total	Tier 1
				Aggregate tier 1	Percent of total	Tier 2				
1937.....	1,996	1,279	\$2,294	\$2,264	98.7	.....	1,758	1,115	\$1,985	\$1,959
1938.....	1,617	1,093	2,047	2,008	98.1	.....	1,404	939	1,746	1,713
1939.....	1,666	1,151	2,180	2,145	98.4	.....	1,427	988	1,863	1,833
1940.....	1,708	1,195	2,280	2,248	98.6	.....	1,453	1,027	1,964	1,936
1941.....	2,052	1,322	2,697	2,657	98.5	.....	1,762	1,140	2,332	2,297
1942.....	2,587	1,470	3,394	3,302	97.3	.....	2,209	1,271	2,932	2,853
1943.....	2,887	1,591	4,100	3,944	96.2	.....	2,391	1,355	3,521	3,387
1944.....	2,903	1,670	4,523	4,301	95.1	.....	2,325	1,415	3,858	3,669
1945.....	3,014	1,680	4,530	4,340	95.8	.....	2,414	1,420	3,862	3,700
1946.....	2,658	1,622	4,883	4,639	95.0	.....	2,198	1,359	4,171	3,963
1947.....	2,470	1,598	5,113	4,750	92.9	.....	2,072	1,352	4,352	4,036
1948.....	2,339	1,558	5,539	4,952	89.4	.....	1,984	1,327	4,769	4,233
1949.....	2,112	1,403	5,133	4,609	89.8	.....	1,802	1,192	4,419	3,926
1950.....	2,073	1,421	5,327	4,704	88.3	.....	1,772	1,220	4,594	4,042
1951.....	2,103	1,476	6,101	5,111	83.8	.....	1,796	1,276	5,273	4,409
1952.....	2,045	1,429	6,185	5,046	81.6	.....	1,733	1,226	5,327	4,333
1953.....	1,982	1,405	6,147	4,989	81.2	.....	1,679	1,206	5,325	4,282
1954.....	1,690	1,250	5,630	4,707	83.6	.....	1,424	1,064	4,854	4,016
1955.....	1,694	1,239	5,801	4,925	84.9	.....	1,433	1,058	4,992	4,214
1956.....	1,647	1,220	6,206	5,060	81.5	.....	1,388	1,043	5,325	4,307
1957.....	1,510	1,150	6,177	4,859	78.7	.....	1,278	986	5,358	4,166
1958.....	1,321	984	5,722	4,246	74.2	.....	1,115	841	4,930	3,626
1959.....	1,242	949	5,751	4,377	76.1	.....	1,050	816	4,986	3,768
1960.....	1,177	909	5,648	4,404	78.0	.....	995	780	4,894	3,793
1961.....	1,082	836	5,345	4,076	76.3	.....	911	718	4,624	3,488
1962.....	1,033	815	5,381	3,991	74.2	.....	869	700	4,662	3,422
1963.....	1,011	790	5,350	3,955	73.9	.....	852	680	4,630	3,402
1964.....	990	775	5,446	4,211	77.3	.....	827	665	4,698	3,606
1965.....	969	753	5,590	4,140	74.1	.....	799	640	4,793	3,522
1966.....	955	741	5,676	4,719	83.1	.....	793	631	4,879	4,040

See footnotes at end of table.

Table D1.--Number of employees and their compensation, for all employers and class I railroads, 1937-1999 - Continued

Calendar year	All employees						Class I railroad employees			
	Number (thousands)		Compensation (millions)				Number (thousands)		Compensation (millions)	
	Total	Average <sup>2</sup>	Total	Taxable <sup>1</sup>			Total	Average <sup>2</sup>	Total	Tier 1
				Aggregate tier 1	Percent of total	Tier 2				
1967.....	911	713	\$5,734	\$4,613	80.4	.....	767	610	\$4,934	\$3,954
1968.....	879	683	5,878	5,000	85.1	.....	747	591	5,111	4,338
1969.....	865	659	6,092	4,966	81.5	.....	742	578	5,363	4,354
1970.....	825	640	6,281	4,896	77.9	.....	719	566	5,557	4,319
1971.....	774	611	6,602	4,830	73.2	.....	680	544	5,895	4,300
1972.....	737	589	7,156	5,350	74.8	.....	652	527	6,435	4,792
1973.....	726	584	7,936	6,265	78.9	.....	645	524	7,134	5,635
1974.....	739	592	8,399	7,271	86.6	.....	661	533	7,576	6,570
1975.....	678	548	8,346	7,112	85.2	.....	609	497	7,563	6,478
1976.....	661	540	9,262	7,848	84.7	.....	606	496	8,494	7,238
1977.....	655	546	10,038	8,495	84.6	.....	602	503	9,224	7,854
1978.....	667	542	10,938	9,020	82.5	.....	602	491	9,909	8,203
1979.....	675	554	12,472	11,168	89.5	\$10,120	610	503	11,300	10,183
1980.....	636	532	13,129	11,870	90.4	10,520	568	480	11,784	10,804
1981.....	603	503	13,368	12,402	92.8	10,849	545	457	12,106	11,338
1982.....	555	440	12,501	11,797	94.4	10,332	498	398	11,354	10,715
1983.....	497	395	12,349	11,724	94.9	10,257	428	343	10,797	10,250
1984.....	474	395	12,949	12,346	95.3	10,783	411	345	11,421	10,890
1985.....	452	372	12,736	12,117	95.1	10,807	384	323	11,138	10,597
1986.....	423	342	12,496	11,958	95.7	10,687	358	293	10,830	10,364
1987.....	400	320	12,529	11,881	94.8	10,481	335	271	10,707	10,154
1988.....	374	312	12,193	11,660	95.6	10,264	306	258	10,260	9,810
1989.....	355	308	12,128	11,513	94.9	10,262	288	251	10,057	9,547
1990.....	341	296	11,828	11,377	96.2	10,221	275	241	9,696	9,326
1991.....	327	285	12,032	11,560	96.1	10,328	265	231	9,918	9,528
1992.....	318	276	12,696	11,896	93.7	10,573	256	223	10,453	9,794
1993.....	310	271	12,420	11,716	94.3	10,490	248	217	10,189	9,611
1994.....	305	266	12,490	11,884	95.1	10,664	245	214	10,210	9,715
1995.....	298	265	12,551	11,913	94.9	10,641	238	212	10,200	9,682
1996.....	290	257	12,879	12,219	94.9	10,848	231	205	10,473	9,936

See footnotes at end of table.

**Table D1.--Number of employees and their compensation, for all employers and class I railroads, 1937-1999 - Continued**

Calendar year	All employees						Class I railroad employees			
	Number (thousands)		Compensation (millions)				Number (thousands)		Compensation (millions)	
	Total	Average <sup>2</sup>	Total	Taxable <sup>1</sup>			Total	Average <sup>2</sup>	Total	Tier 1
				Aggregate tier 1	Percent of total	Tier 2				
<b>1997</b> .....	287	253	\$13,148	\$12,505	95.1	\$11,144	229	201	\$10,668	\$10,146
<b>1998</b> .....	295	256	14,061	13,160	93.6	11,717	236	205	11,495	10,759
<b>1999</b> .....	291	256	14,304	13,311	93.1	12,034	232	204	11,630	10,823

<sup>1</sup> Tier I and Tier II taxable payrolls had equal monthly earnings bases through 1978. Bases became annual in 1985. Beginning in 1982, tier I payroll includes miscellaneous compensation.

<sup>2</sup> Average of 12 mid-monthly figures.

NOTE.--Compensation data revised to include delayed reports. Average employment and total compensation based on Surface Transportation Board (previously Interstate Commerce Commission) reports. For all employees, such data include estimates of employees and compensation not reported to the STB (ICC).

**Table D2.--Employees, by employment status, 1970-1999 (In thousands)**

Year	Number by employment status					
	In service during year		Separated during year	In service in following year	New entrants	Reentrants
	Total	Females				
1970.....	825	53	128	696	86	18
1971.....	774	50	103	671	62	16
1972.....	737	47	100	637	55	12
1973.....	726	46	88	639	76	13
1974.....	739	47	99	641	87	13
1975.....	678	44	88	591	32	6
1976.....	661	43	68	593	58	11
1977.....	655	44	62	593	53	9
1978.....	667	45	63	604	65	9
1979.....	675	48	76	600	63	9
1980.....	636	49	61	575	32	5
1981.....	603	47	61	542	22	5
1982.....	555	43	71	485	7	6
1983.....	497	39	48	449	7	5
1984.....	474	37	41	433	11	14
1985.....	452	36	44	408	11	8
1986.....	423	33	43	380	8	6
1987.....	400	31	47	353	8	12
1988.....	374	29	38	335	13	7
1989.....	355	27	32	323	14	6
1990.....	341	29	28	313	14	4
1991.....	327	28	23	304	10	4
1992.....	318	28	25	293	11	4
1993.....	310	27	23	286	13	3
1994.....	305	27	21	283	15	3
1995.....	298	26	22	276	12	2
1996.....	290	25	21	268	12	2
1997.....	287	25	19	268	17	2
1998.....	295	26	21	274	24	3
1999.....	291	24	(1)	(1)	15	2

<sup>1</sup> Not available.

NOTE.--Employees separated represent employees (including those who died or retired) who worked in a year but not in the following year; new entrants are employees with no previous railroad service and reentrants are those who returned to railroad service after an absence of at least one calendar year.

**Table D3.--Employees and averages of months of service and creditable compensation, for all classes of employer and for class I railroads, 1990-1999**

	All employees				Employees with 12 months of service		
	Number (thousands)	Average months of service	Average creditable compensation		Number (thousands)	Average creditable compensation	
			Per month	In year		Per month	In year
ALL CLASSES OF EMPLOYER							
1990.....	341	10.8	\$3,034	\$32,849	267	\$3,107	\$37,284
1991.....	327	10.9	3,188	34,868	260	3,268	39,216
1992.....	318	11.0	3,368	36,898	256	3,426	41,112
1993.....	310	11.0	3,390	37,308	251	3,469	41,628
1994.....	305	11.0	3,503	38,474	247	3,598	43,180
1995.....	298	11.0	3,574	39,480	243	3,650	43,795
1996.....	290	11.0	3,768	41,566	237	3,855	46,263
1997.....	287	11.0	3,909	42,962	234	4,001	48,009
1998.....	295	10.9	4,053	44,189	235	4,185	50,217
1999.....	291	11.0	4,113	45,307	235	4,218	50,618
CLASS I RAILROADS							
1990.....	275	10.9	\$3,058	\$33,364	218	\$3,123	\$37,476
1991.....	265	11.0	3,223	35,499	213	3,291	39,492
1992.....	256	11.0	3,421	37,718	209	3,462	41,544
1993.....	248	11.1	3,437	38,174	204	3,500	42,000
1994.....	245	11.1	3,538	39,188	201	3,620	43,436
1995.....	238	11.1	3,600	40,120	197	3,660	43,923
1996.....	231	11.1	3,811	42,364	192	3,885	46,623
1997.....	229	11.1	3,952	43,819	189	4,030	48,356
1998.....	236	11.0	4,105	45,088	191	4,230	50,756
1999.....	232	11.1	4,153	46,215	190	4,243	50,910

Table D4.--All employees and employees age 60 or older, by completed years of service, 1990-1999 (In thousands)

	Completed years of service									
	Total		Less than 10		10 to 19		20 to 29		30 and over	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b>ALL EMPLOYEES</b>										
1990.....	341	100	74	22	140	41	82	24	45	13
1991.....	327	100	69	21	130	39	88	27	41	12
1992.....	318	100	67	21	120	38	93	29	38	12
1993.....	310	100	69	22	106	34	98	32	36	12
1994.....	305	100	73	24	93	30	104	34	35	12
1995.....	298	100	74	25	83	28	105	35	35	12
1996.....	290	100	75	26	73	25	106	36	37	13
1997.....	287	100	81	28	62	22	107	37	38	13
1998.....	295	100	94	32	54	19	106	36	40	14
1999.....	291	100	95	33	48	16	103	36	44	15
<b>EMPLOYEES AGE 60 OR OLDER</b>										
1990.....	23	100	1	3	2	10	4	16	16	70
1991.....	21	100	1	3	2	10	4	18	14	68
1992.....	20	100	1	4	2	11	4	20	13	66
1993.....	18	100	1	4	2	11	4	21	11	63
1994.....	17	100	1	4	2	11	4	23	11	62
1995.....	17	100	1	4	2	10	4	25	11	61
1996.....	17	100	1	4	2	10	4	25	10	60
1997.....	17	100	1	6	2	9	5	27	10	58
1998.....	17	100	1	7	2	9	5	26	10	57
1999.....	17	100	1	4	1	9	5	27	10	60



**Table D5.--Employees in 1999 and selected service and compensation data, by class of employer**

Class of employer	Number of employees		Average months of service	Average creditable compensation per month of service		Number of employees by amount of average creditable compensation per month of service				
				All employees	Employees with 12 months of service	Under \$3,000	\$3,000-3,999.99	\$4,000-4,999.99	\$5,000-6,049.99	\$6,050.00
	Total	Female								
<b>Class I railroads . . . . .</b>	231,608	17,875	11.1	\$4,153	\$4,243	46,948	77,619	45,520	33,557	27,964
<b>Class II railroads. . . . .</b>	11,782	826	10.6	3,736	3,905	3,977	3,726	2,214	1,184	681
<b>Class III railroads . . . . .</b>	33,246	3,294	10.6	4,050	4,232	9,579	8,712	6,371	5,316	3,268
<b>Switching and terminal companies . .</b>	6,418	328	10.3	3,704	3,906	2,278	1,968	1,176	582	414
<b>Car-loan companies . . .</b>	2,868	197	11.1	3,534	3,575	929	1,340	267	131	201
<b>Miscellaneous employers<sup>1</sup> . . . . .</b>	4,652	1,363	10.3	4,306	4,458	1,471	735	606	523	1,317
<b>Total . . . . .</b>	290,574	23,883	11.0	\$4,113	\$4,218	65,182	94,100	56,154	41,293	33,845

<sup>1</sup> Includes labor organizations, lessor companies, employer associations, and miscellaneous carrier affiliates.

**Table D6.--All employees, new entrants, employees qualified for RUIA benefits, and related data, by employer, 1999**

Class or name of employer	All employees				New entrants		Creditable Compensation (thousands)		
	Total	With 12 Months of service in 1999	With 10 or more years of service	Qualified for RUIA benefits	Total	Qualified for RUIA benefits	Tier I	Tier II	RUIA
<b>CLASS OF EMPLOYER</b>									
<b>Class I railroads .....</b>	231,608	190,362	161,633	223,613	9,661	6,055	\$10,703,749	\$ 9,757,351	\$2,478,942
<b>Class II railroads .....</b>	11,782	9,007	6,753	10,883	918	449	467,880	440,006	118,936
<b>Class III railroads .....</b>	33,246	25,308	19,058	30,390	3,215	1,664	1,428,628	1,296,558	334,382
<b>Switching and terminal companies .....</b>	6,418	4,706	3,952	5,728	635	292	245,273	230,309	62,567
<b>Car-loan companies.....</b>	2,868	2,375	1,492	2,776	157	101	112,479	107,352	30,791
<b>Miscellaneous employers<sup>1</sup>.....</b>	4,652	3,485	2,608	4,028	567	266	206,980	177,254	44,300
<b>Total.....</b>	290,574	235,243	195,496	277,418	15,153	8,827	\$13,164,990	\$12,008,830	\$3,069,917
<b>SELECTED EMPLOYERS</b>									
<b>Burlington Northern and Santa Fe Ry. Co.....</b>	49,336	41,756	33,543	48,330	862	622	\$ 2,333,413	\$ 2,112,687	\$ 537,454
<b>Consolidated Rail Corporation (Conrail).....</b>	4,057	2,117	3,292	3,545	231	115	178,600	157,333	34,565
<b>CSX Transportation Incorporated.....</b>	38,742	32,536	29,815	37,616	1,862	1,269	1,825,290	1,675,205	420,224
<b>Grand Trunk Western Railroad Incorporated....</b>	2,384	1,845	1,882	2,287	95	70	110,204	99,325	24,887
<b>Illinois Central Railroad Company.....</b>	3,467	2,869	2,695	3,307	164	85	171,231	152,209	37,048
<b>Kansas City Southern Railway Company.....</b>	2,702	2,187	1,639	2,631	139	82	130,082	118,287	29,341
<b>Soo-Kansas City Southern Joint Agency.....</b>	151	126	105	143	10	7	6,177	6,040	1,621
<b>National Railroad Passenger Corp. (Amtrak)....</b>	28,681	21,854	16,808	26,745	2,368	1,462	1,162,441	1,083,275	292,556
<b>Norfolk Southern Corporation.....</b>	38,405	31,981	27,396	36,944	2,388	1,363	1,720,627	1,588,202	410,387
<b>Soo Line Railroad Company.....</b>	3,681	2,753	2,557	3,561	57	33	162,701	149,899	39,099
<b>Union Pacific Railroad Company.....</b>	60,002	50,338	41,901	58,504	1,485	947	2,902,983	2,614,889	651,761

<sup>1</sup> Includes labor organizations, lessor companies, employer associations and miscellaneous carrier affiliates.

NOTE.--Tier I compensation excludes miscellaneous compensation taxable at the tier I tax rate.

**Table D7.-- Employees in 1999, by class of employer and amount of creditable compensation**

Class of employer	Number by amount of creditable compensation										
	Total	Under \$25,000	\$25,000- 34,999	\$35,000- 39,999	\$40,000- 44,999	\$45,000- 49,999	\$50,000- 54,999	\$55,000- 59,999	\$60,000 64,999	\$65,000- 72,599	\$72,600
<b>Class I railroads.....</b>	231,608	24,625	26,794	35,779	28,437	22,967	18,965	16,001	14,115	18,544	25,381
<b>Class II railroads.....</b>	11,782	2,327	1,835	1,699	1,374	1,103	900	813	544	577	610
<b>Class III railroads.....</b>	33,246	6,435	3,997	3,143	3,551	3,194	2,620	2,229	1,888	3,336	2,853
<b>Switching and terminal companies ..</b>	6,418	1,507	894	854	752	611	472	410	263	283	372
<b>Car-loan companies.....</b>	2,868	341	542	909	426	155	115	79	59	64	178
<b>Miscellaneous employers<sup>1</sup>.....</b>	4,652	1,106	535	295	315	222	251	245	197	296	1,190
<b>Total .....</b>	290,574	36,341	34,597	42,679	34,855	28,252	23,323	19,777	17,066	23,100	30,584

<sup>1</sup> Includes labor organizations, lessor companies, employer associations and miscellaneous carrier affiliates.

**Table D8.--Employees in 1999, by class of employer and months of service**

Class of employer	Total	Number by months of service											
		12	11	10	9	8	7	6	5	4	3	2	1
<b>Class I railroads. ....</b>	231,608	190,362	7,674	5,694	4,546	3,647	3,417	2,894	2,788	2,573	2,517	2,697	2,799
<b>Class II railroads. ....</b>	11,782	9,007	336	287	268	245	216	202	211	219	248	264	279
<b>Class III railroads. ....</b>	33,246	25,308	914	835	745	638	665	649	622	727	685	718	740
<b>Switching and terminal companies. ...</b>	6,418	4,706	200	150	126	115	133	115	139	126	199	172	237
<b>Car-loan companies. ....</b>	2,868	2,375	77	57	45	48	49	46	33	29	44	26	39
<b>Miscellaneous employers<sup>1</sup>. ....</b>	4,652	3,485	100	87	88	97	75	81	90	116	112	133	188
<b>Total. ....</b>	290,574	235,243	9,301	7,110	5,818	4,790	4,555	3,987	3,883	3,790	3,805	4,010	4,282

<sup>1</sup> Includes labor organizations, lessor companies, employer associations and miscellaneous carrier affiliates.

**Table D9.--Employees in 1999, by amount of creditable compensation and by sex or completed years of service**

Creditable compensation	Total Number	Sex		Completed years of service						
		Male	Female	Less than 5	5 to 9	10 to 14	15 to 19	20 to 24	25 to 29	30 and over
<b>Under \$20,000.00.....</b>	28,271	25,663	2,608	18,911	2,204	1,228	1,281	1,731	1,183	1,733
<b>\$20,000.00-\$24,999.99....</b>	8,070	6,938	1,132	4,653	837	461	507	606	411	595
<b>\$25,000.00-\$29,999.99....</b>	12,277	10,393	1,884	6,172	1,510	805	853	1,141	813	983
<b>\$30,000.00-\$34,999.99....</b>	22,320	18,769	3,551	7,587	2,894	1,804	2,254	3,109	2,579	2,093
<b>\$35,000.00-\$39,999.99....</b>	42,679	38,384	4,295	8,252	4,940	3,323	5,084	7,553	7,426	6,101
<b>\$40,000.00-\$44,999.99....</b>	34,855	31,694	3,161	6,533	4,081	2,812	3,909	6,517	6,183	4,820
<b>\$45,000.00-\$49,999.99....</b>	28,252	26,270	1,982	4,585	3,361	2,311	2,983	5,660	5,322	4,030
<b>\$50,000.00-\$52,499.99....</b>	12,196	11,440	756	1,782	1,405	963	1,235	2,526	2,430	1,855
<b>\$52,500.00-\$54,999.99....</b>	11,127	10,459	668	1,447	1,256	823	1,139	2,286	2,324	1,852
<b>\$55,000.00-\$57,499.99....</b>	10,323	9,756	567	1,155	1,225	835	1,020	2,214	2,195	1,679
<b>\$57,500.00-\$59,999.99....</b>	9,454	9,006	448	848	1,098	720	988	2,134	2,108	1,558
<b>\$60,000.00-\$62,499.99....</b>	8,942	8,525	417	695	886	649	876	2,031	2,146	1,659
<b>\$62,500.00-\$64,999.99....</b>	8,124	7,777	347	493	827	533	758	1,853	2,080	1,580
<b>\$65,000.00-\$67,499.99....</b>	7,432	7,151	281	354	718	453	702	1,703	1,997	1,505
<b>\$67,500.00-\$69,999.99....</b>	6,959	6,664	295	307	580	394	620	1,629	1,927	1,502
<b>\$70,000.00-\$72,599.99....</b>	8,709	8,201	508	322	666	632	812	1,957	2,391	1,929
<b>\$72,600.00.....</b>	30,584	29,601	983	891	1,603	1,587	2,330	6,141	9,016	9,016
<b>Total.....</b>	290,574	266,691	23,883	64,987	30,091	20,333	27,351	50,791	52,531	44,490

**Table D10.--Employees in 1999, by amount of creditable compensation or sex and by age**

Creditable compensation	Total number <sup>1</sup>	Age on birthday in 1999											
		Under 20	20 to 24	25 to 29	30 to 34	35 to 39	40 to 44	45 to 49	50 to 54	55 to 59	60 to 64	65 to 69	70 and older
<b>Under \$20,000.00.....</b>	28,271	104	1,457	1,958	1,824	1,868	2,395	2,527	2,082	1,460	1,374	278	62
<b>\$20,000.00-\$24,999.99....</b>	8,070	16	553	863	703	679	855	846	692	471	524	82	6
<b>\$25,000.00-\$29,999.99....</b>	12,277	17	944	1,474	1,267	1,220	1,456	1,508	1,207	870	708	92	14
<b>\$30,000.00-\$34,999.99....</b>	22,320	9	1,170	2,222	2,107	2,201	3,221	3,658	3,134	2,120	1,189	128	28
<b>\$35,000.00-\$39,999.99....</b>	42,679	13	1,068	2,775	3,018	3,686	6,576	8,671	8,118	5,615	2,183	135	26
<b>\$40,000.00-\$44,999.99....</b>	34,855	3	688	2,283	2,708	3,147	5,619	7,416	6,469	4,221	1,680	133	31
<b>\$45,000.00-\$49,999.99....</b>	28,252	1	398	1,785	2,248	2,557	4,771	6,233	5,241	3,206	1,376	116	36
<b>\$50,000.00-\$52,499.99....</b>	12,196	...	151	682	972	1,081	2,107	2,699	2,380	1,418	532	61	10
<b>\$52,500.00-\$54,999.99....</b>	11,127	...	96	584	842	992	1,825	2,564	2,271	1,332	478	47	14
<b>\$55,000.00-\$57,499.99....</b>	10,323	...	91	528	749	916	1,749	2,433	2,102	1,213	429	38	4
<b>\$57,500.00-\$59,999.99....</b>	9,454	...	55	425	638	798	1,694	2,254	1,975	1,156	392	20	4
<b>\$60,000.00-\$62,499.99....</b>	8,942	...	30	334	518	695	1,491	2,250	2,028	1,116	388	36	9
<b>\$62,500.00-\$64,999.99....</b>	8,124	...	20	237	459	589	1,343	2,072	1,853	1,114	358	38	9
<b>\$65,000.00-\$67,499.99....</b>	7,432	...	18	188	363	530	1,266	1,910	1,698	1,045	358	22	3
<b>\$67,500.00-\$69,999.99....</b>	6,959	...	11	171	290	431	1,107	1,873	1,691	964	353	38	5
<b>\$70,000.00-\$72,599.99....</b>	8,709	...	5	139	375	607	1,395	2,357	2,061	1,245	413	69	8
<b>\$72,600.00.....</b>	30,584	...	20	269	768	1,317	4,132	7,902	8,112	5,376	2,272	247	55
<b>ALL EMPLOYEES</b>													
<b>Male.....</b>	266,691	137	6,107	15,235	17,653	20,478	39,228	54,692	48,966	31,467	13,887	1,378	265
<b>Female.....</b>	23,883	26	668	1,682	2,196	2,836	3,774	4,481	4,148	2,475	1,120	202	59
<b>Total.....</b>	290,574	163	6,775	16,917	19,849	23,314	43,002	59,173	53,114	33,942	15,007	1,580	324

<sup>1</sup> Includes employees whose age was not reported.

Table D11.--Employees in 1999, by age or sex and by completed years of service

Age on birthday in 1999	Completed years of service													
	Total		Less than 10		10 to 14		15 to 19		20 to 24		25 to 29		30 and over	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<b>Under 20.</b> . . . . .	163	100	163	100	.....	...	.....	...	.....	...	.....	...	.....	...
<b>20 to 24.</b> . . . . .	6,775	100	6,775	100	.....	...	.....	...	.....	...	.....	...	.....	...
<b>25 to 29.</b> . . . . .	16,917	100	16,733	99	184	1	.....	...	.....	...	.....	...	.....	...
<b>30 to 34.</b> . . . . .	19,849	100	17,139	86	2,635	13	75	(1)	.....	...	.....	...	.....	...
<b>35 to 39.</b> . . . . .	23,314	100	14,119	61	4,981	21	3,508	15	706	3	.....	...	.....	...
<b>40 to 44.</b> . . . . .	43,002	100	10,287	24	4,879	11	9,988	23	15,860	37	1,988	5	.....	...
<b>45 to 49.</b> . . . . .	59,173	100	6,726	11	3,610	6	7,411	13	18,939	32	21,028	36	1,459	2
<b>50 to 54.</b> . . . . .	53,114	100	3,602	7	2,111	4	3,867	7	9,639	18	19,747	37	14,148	27
<b>55 to 59.</b> . . . . .	33,942	100	1,579	5	1,135	3	1,680	5	3,802	11	6,959	21	18,787	55
<b>60 to 64.</b> . . . . .	15,007	100	559	4	490	3	690	5	1,573	10	2,465	16	9,230	62
<b>65 to 69.</b> . . . . .	1,580	100	118	7	116	7	107	7	235	15	312	20	692	44
<b>70 and older.</b> . . . .	324	100	35	11	34	10	22	7	31	10	31	10	171	53
<b>Median age</b>	47		34		42		45		47		50		56	
<b>ALL EMPLOYEES</b>														
<b>Male.</b> . . . . .	266,691	100	85,168	32	17,293	6	24,683	9	47,376	18	49,882	19	42,289	16
<b>Female.</b> . . . . .	23,883	100	9,910	41	3,040	13	2,668	11	3,415	14	2,649	11	2,201	9
<b>Total</b> <sup>2</sup> . . . . .	290,574	100	95,078	33	20,333	7	27,351	9	50,791	17	52,531	18	44,490	15

<sup>1</sup> Less than 0.5 percent.<sup>2</sup> Includes employees whose age was not reported.

NOTE.-- The median age for male employees was 47 years and for female employees 45 years.

**Table D12.--Employees in 1999, by sex and completed years of service**

Completed years of service	All employees		Male		Female	
	Number	Cumulative percent	Number	Cumulative percent	Number	Cumulative percent
<b>30 and over.....</b>	44,490	15	42,289	16	2,201	9
<b>25 to 29 .....</b>	52,531	33	49,882	35	2,649	20
<b>20 to 24 .....</b>	50,791	51	47,376	52	3,415	35
<b>15 to 19 .....</b>	27,351	60	24,683	62	2,668	46
<b>10 to 14 .....</b>	20,333	67	17,293	68	3,040	59
<b>9.....</b>	5,275	69	4,501	70	774	62
<b>8.....</b>	4,618	71	3,937	71	681	65
<b>7.....</b>	5,071	72	4,473	73	598	67
<b>6.....</b>	6,393	75	5,538	75	855	71
<b>5.....</b>	8,734	78	7,813	78	921	75
<b>4.....</b>	7,528	80	6,766	80	762	78
<b>3.....</b>	8,443	83	7,472	83	971	82
<b>2.....</b>	12,599	87	11,052	87	1,547	88
<b>1.....</b>	19,482	94	17,117	94	2,365	98
<b>Less than 1.....</b>	16,935	100	16,499	100	436	100
<b>Total.....</b>	290,574	100	266,691	100	23,883	100